

THE RING

UVic
UNIVERSITY OF VICTORIA

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Service to Uvic's new BC Transit Exchange began Oct. 26 as buses broke through a paper banner during opening ceremonies. On hand for the occasion were (left to right) Saanich Mayor Murray Coell, student member of Uvic's 1993 Transportation Task Force Matt Pollard, Esquimalt Mayor and Chair of the Victoria Regional Transit System Chris Clement, Saanich Councillor Judy Brownoff, Minister of Finance and M.L.A. for Oak Bay/Gordon Head The Hon. Elizabeth Cull, Oak Bay Mayor Diana Butler, Uvic Vice-President of Finance and Operations Dr. Don Rowlett, and Brad Rogers of CKKQ 100.3 FM.

New transit exchange opened

Uvic's new transit exchange was officially opened for use on Oct. 26. For several years, Uvic has been the second-busiest transit destination in the region, second only to downtown, and the new expanded exchange reflects the growth in traffic on the bus lines to campus. In September, BC Transit added 50 new trips a

day, bringing the total number of daily trips to Uvic to 133.

The increase in demand for buses to Uvic is due in large part to the successful student bus pass subsidy program. In 1993, Uvic students voted in a referendum for an increase in student parking fees in order to fund the bus pass subsidy program. Currently, approximately 6,000 Uvic

students use bus passes.

The design of the new transit exchange takes users' personal safety into account. It includes a higher standard of lighting and open landscaping that affords no hiding places. Campus Security patrols of the area have been increased, and Safewalk escorts will wait with users for their bus

to arrive if requested. In addition, all BC Transit buses serve as "safe houses"—anyone can wait in any bus until their own bus comes along—and have direct radio contact to 911 emergency services. There is an emergency public telephone on site with a direct line to Campus Security as well. In addition, pedestrian

traffic patterns have been analysed and new curb cuts, crosswalks, and stop signs will increase pedestrian safety.

With the completion of the bookstore addition with its convenience store and the adjacent Campus Security building next year, the area will be a bustling pedestrian zone.

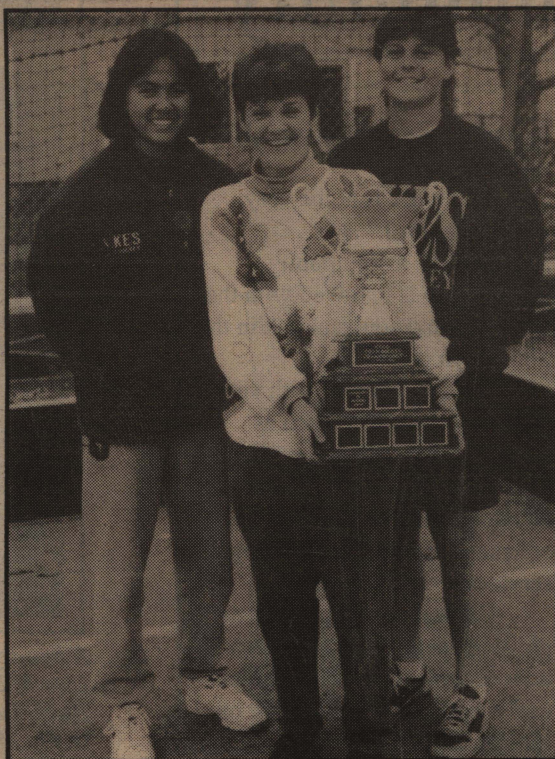
Top honours again

For the fourth time in five years, the Vikes field hockey team are Canadian Interuniversity Athletic Union (CIAU) champions. The team won their seventh national title on Nov. 5 in Toronto by defeating UBC Thunderbirds 1 to 0. Justine Allen scored off a penalty corner with seven minutes remaining to help the third-seeded Vikes defend their title.

"It was a great win," says coach Lynne Beecroft who has been a part of every Vikes national championship. "It was so much fun to watch the kids. They adapted so well. They looked so composed." Five of Beecroft's 15-member squad were rookies.

Beecroft was the team's assistant coach when the Vikes won their first CIAU championship in 1984. She's been head coach ever since.

The Vikes also placed three players on the tournament all-star team: Justine Allen, Julie Wong and rookie Diana Taylor, who scored six goals in the national tournament.



PATTY PITTS PHOTO

Posing with the CIAU trophy for field hockey supremacy in Canada is getting to be a habit for Vikes coach Lynne Beecroft (centre). The defending champion Vikes won their fourth national title in five years Nov. 5 thanks to the play of team members like Justine Allen (left) and Julia Wong.

Lannard named most valuable player by CIAU

Brenda Lannard, co-captain of the Vikes field hockey squad, was named the Canadian Interuniversity Athletic Union's (CIAU) most valuable player at a banquet in Toronto on Nov. 2 prior to the national championship. The fourth-year biology student, playing in her fifth year as a Vike, had previously been named to the 1995-96 Canada West All Star team and been named as Canada West's most valuable player and its player of the year.

Lannard switched to a new position this year

but the change only improved her play.

"Brenda has played left wing for the past four years and has now moved to the midfield position," says Vikes coach Lynne Beecroft. "She has had to play defense and offence in that position and has been outstanding."

Lannard, originally from Penticton, is the only fifth-year player on the Vikes field hockey team. She was a member of the Vikes 1991, 1992 and 1994 national championship teams and played on the B.C. provincial team from 1988 to 1994.

Enrolment shoots up 10.2 per cent

Enrolment figures are up substantially for graduate, undergraduate and first-year students at Uvic this fall. As of Nov. 1, the headcount for undergraduate students was 14,715—an 11 per cent increase over the 1994 total of 13,246. There was an increase in graduate students, too—2,024 this year compared to 1,937 at the same time last year. The total headcount is 16,739, up 10.2 per cent over last year's total of 15,183.

The biggest increase is in the number of first year students at Uvic this year. On Nov. 1 the headcount for first-year students was 2,887, an increase of 47 per cent over last year's total of 1,955. Those numbers translate to 11,879 full time equivalent graduate and undergraduate students at Uvic this fall.

Team members honoured for academic standing

Twenty-one Uvic Vikes have been named to the 1994-95 Canadian Interuniversity Athletic Union (CIAU) Honour Roll as part of the Royal Bank's Academic All-Canadian program. The students, from a variety of sports, have been recognized for having maintained an average of 80 per cent or better while participating in CIAU varsity sports.

The students are: Justine Allen, field hockey; Juliet Anderton, field hockey; Michelle Bainbridge, cross country; Allison Barriscale, swimming; Lisa Bright, basketball; Tessa Campbell, field hockey; Tamara Carruthers, basketball; Stacy Hyndman, volleyball; Todd Langley, basketball; Brenda Lannard, field hockey; Debbie Lysle, soccer; Allison MacQueen, swimming; Shannon Novak, volleyball; Craig Odermatt, cross country; Tuyen Pham, volleyball; Lori Race, volleyball; Pamela Schnupf, volleyball; Jennifer van Dyk, field hockey; Nicole Wallace, volleyball; Julia Wong, field hockey; and Michael Zak, volleyball.

Langley was selected to represent his CIAU division at a gala Academic All-Canadians banquet in Toronto last month which was televised by TSN. He and nine other CIAU athletes from across Canada were presented with a commemorative watch and a framed certificate at the event.

In Memoriam Dr. Graham R. Branton

Dr. Graham Branton, Director of the University of Victoria Co-operative Education Program, died suddenly on Saturday, November 4. The University community shares in mourning his passing with his wife, Gail, and their children, Scott and Nicole.

Branton was born in England in 1943, and earned his PhD in chemistry (kinetics) at Southampton University, U.K., in 1967. He joined UVic as a faculty member in 1969.

Branton died while refereeing a community soccer game. For years he volunteered his free time as a referee and coach and was well known for his fairness, judgment, and hard work—qualities he demonstrated so admirably during his tenure as Director of Co-op.

A world leader in co-operative education, Branton was a founder of UVic's Co-op Program and guided its development to its position as western Canada's pre-eminent co-op program. He orchestrated the program's growth from 48 co-op work term placements per year in 1975, when he was Chair of the Department of

Chemistry, to well over 2,300 in 1995. An administrative innovator, he implemented a decentralized organization that emphasized close association among students, employers, co-op coordinators, and the academic community. UVic has since become the model for co-op educators throughout North America.

Branton had a long-standing interest in international education and established UVic's first international co-op exchanges and placements in 1980. He was instrumental in launching the Co-op Japan Program, which was established under the auspices of the Government of Canada's Pacific 2000 Initiative. This program, started as a pilot project involving a consortium of Canadian universities,

provides science and engineering co-op students with an opportunity to gain work experience in Japan.

Headquartered at UVic, Co-op Japan expanded in 1994 from the original four institutions to 17 universities across Canada.

Branton chaired various national and provincial co-op committees, including the Association for Co-operative

programs both nationally and in British Columbia and was a member of the British Columbia Provincial Task Force on Employment and Training. In August, 1991, he received the CAFCE Research Award for his contributions to research in co-operative education.

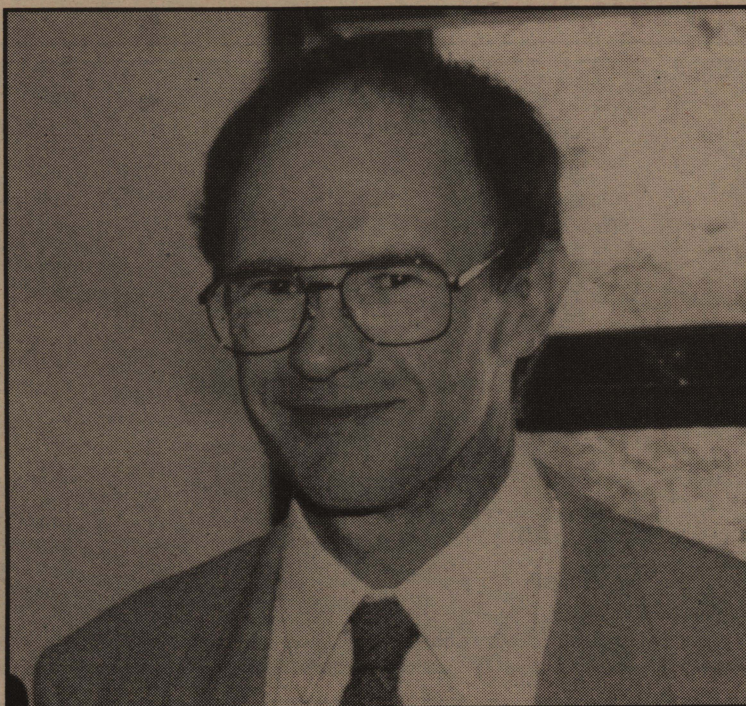
In addition to his research on the educational and societal benefits of co-op, he conducted re-

search in chemistry, specializing in ionization phenomena and mass spectro-metric methods of analysis. He authored or co-authored more than 15 scholarly publications and delivered more than 30 papers around the world.

Always a champion of those who worked in UVic's Co-op Program, Branton will be dearly remembered by his colleagues for his personal attention to individual needs and his consistent efforts to achieve group consensus. He was a model of professional commitment and dedication. On a broader level, he was an invaluable resource for many provincial and national co-op practitioners.

"UVic owes Graham an enormous debt," says Vice-President Academic and Provost Dr. Sam Scully. "He has led the building of Co-op Education since 1979 to the point where it has become a distinguishing feature of the University of Victoria. His quiet and determined leadership won him universal respect here and far afield. We have lost an exemplary colleague and friend."

A memorial service will be held on Nov. 23 at 2:30 p.m. in the University Interfaith Chapel.



Health Promotion Centre brings expertise to community

By TERESA MOORE

UVic is making good on its promise to assist community agencies which promote health care issues. In 1991, a senate committee report recommended that the faculty of Human & Social Development (HSD) establish a program for health promotion. Two years later, a consortium of UBC's Institute of Health Promotion, SFU's Centre for Gerontology and UVic's fledgling Community University Health Promotion Research Program, received SHERC funding of \$99,000 annually for five years—about \$33,000 a year per institution. UVic's share was enough to get its program up and running and support two part-time staff, Janet Rabinovitch and Marilyn Walker (Nursing), who will conduct research on issues like smoking among young girls, assist community agencies, like OXFAM and AIDS Vancouver Island, and run a grants program providing seed money of up to

\$5,000 to community-based projects.

"Community agencies are frequently small and struggling, with no capacity for evaluative research," says Dr. Brian Wharf, the former dean of HSD who spearheaded the project back in 1991. "It makes sense to bring academic and grassroots people together. There is a huge need for learning in the grassroots."

This year, the health promotion centre has funded five projects, including the production of a video on loss and grieving for adults with developmental disabilities, the production of a play about living wills and issues around assisted suicide, and the study of what health services are used and needed by multi-disadvantaged street women. Two other projects involve a study of the effectiveness of different youth-care projects and an interactive

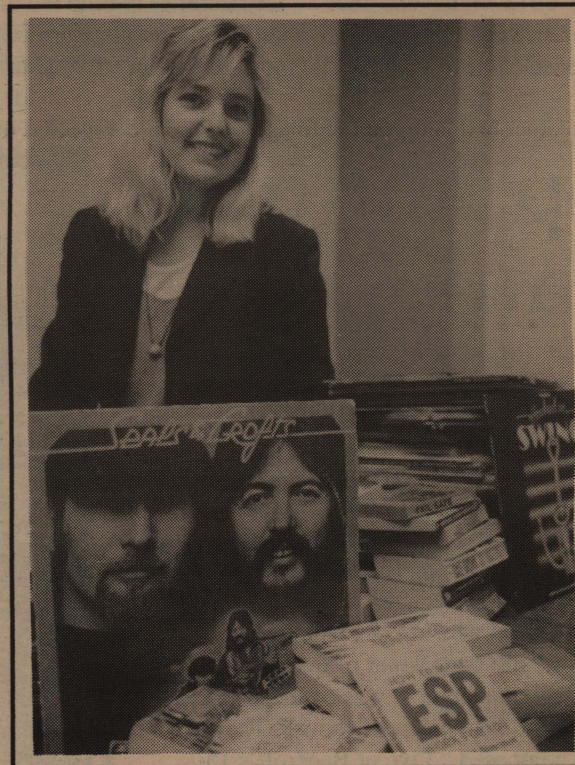
theatre presentation about AIDS awareness.

"Our work is at the very grassroots level," says Rabinovitch, a community worker who is involved with the homeless and adults at risk in the downtown core.

"We are working with very specific populations such as people with AIDS, street youth, prostitutes or those with drug or alcohol problems. Our service enhances or improves existing services," says Wharf.

Although the centre has no physical identity (Rabinovitch is now occupying an office temporarily vacated by a professor on sabbatical; Walker remains at her office in the School of Nursing), there is hope that one day it may.

"We would like to give more workshops, do extensive research and, maybe even get a certificate program in health care promotion one day," says Walker.



A bounty of books surrounds McPherson Library's Lisa Miles as she prepares for the big Book-for-Buck/Tune-for-a-Loon sale, 9 a.m. to 9 p.m. Nov. 23 in the McPherson Library lobby. All proceeds go to the United Way campus campaign. This year's sale also includes some tapes, CDs and vinyl. This may be your last chance to snatch up a copy of "Hooked on Swing!" Bring your donations of fiction and non-fiction paperbacks, tapes, CDs and records to the library's reference desk until Nov. 22 and your loons to the library on Nov. 23 to snag some great bargains and assist the United Way.

QUOTE

"The rain came heavily and fell in floods; But now the sun is rising, calm and bright."

—William Wordsworth
Resolution and Independence, 1870, I

Past and Present



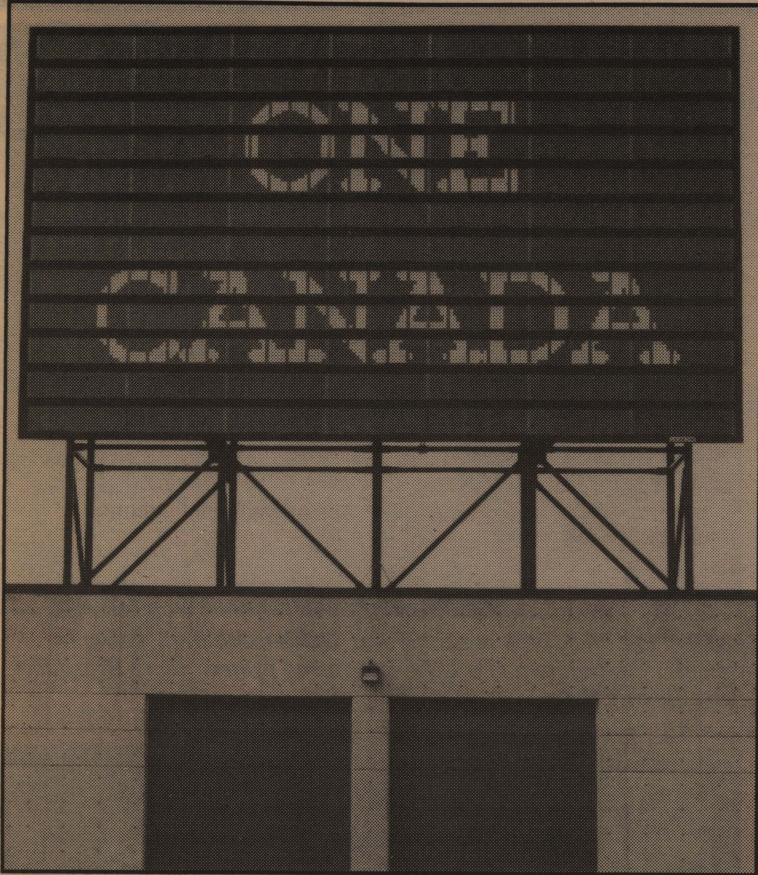
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Stadium scoreboard up and running

UVic's Centennial Stadium electronic scoreboard—a legacy of the XV Commonwealth Games—is now up and running, and one of its first uses was to display a message of national unity for several days just before the Quebec referendum.

The scoreboard was donated to the University by the Games Society and Seiko, its manufacturer. It had been used at sporting events around the world. The cost to UVic of purchasing such a scoreboard new would be approximately \$350,000.

Images on the scoreboard are created by a computer that controls the positioning of thousands of 2-inch-square panels. The University has contracted with H&S Sports, Ltd. of Chichester, England, to provide several program modules for the scoreboard, including Vikes logos and other text and graphic images. These are expected to be ready by year's end. H&S is the company that does all the scoreboard programming for Seiko.

UVic Athletics and Recreation Services is responsible for the operation of the scoreboard and is developing a policy on its use. Anyone who has ideas or suggestions about possible uses for the scoreboard is encouraged to call Jim Griffith, Director of Student and Ancillary Services, at local 8022.

Grad courses by special arrangement coming

The Faculty of Graduate Studies has created a new framework to encourage interdisciplinary graduate studies and to allow departments without an established graduate program to offer graduate level courses. The mechanism to accomplish this was approved by Senate Nov. 1.

"This is a first at UVic," says Dean of Graduate Studies Dr. Gordana Lazarevich. There are more than 30 members of the Faculty of Graduate Studies in departments without graduate programs. Under existing regulations, they could sit on supervisory committees but could teach a graduate course only as part of a special arrangement graduate program created for an individual student. Now, through the GS 500 special topics course, they may offer courses not available within the existing graduate program structure to any number of students.

The newly created GS501 interdisciplinary topics course serves as a framework within which two or more departments can combine faculty expertise to offer interdisciplinary graduate courses.

"There must be enough flexibility in our graduate program structure to address the need for interdisciplinarity," says Lazarevich. "In order to address many social or research problems, our students must avail themselves of expertise in different disciplines. Inter-disciplinarity is recognized as an extremely important direction by the granting agencies, who, to a certain extent, shape the nature of research at Canadian universities."

The creation of this framework for graduate courses by special arrangement resulted from interest expressed by various departments, faculty members, and students.

The courses will be offered through the Faculty of Graduate Studies. They will be proposed by individual faculty members and approved by the appropriate department and dean. Departments will be responsible for budgeting, and for hiring, evaluation, and personnel issues regarding instructors. The Faculty of Graduate Studies executive will review proposals to ensure academic integrity and to avoid duplication of offerings.

Update from the Search Committee for VP Academic

The Search Committee for Vice President Academic & Provost reports that it has developed guidelines on confidentiality and the search process which it would like to share with the campus community. The Committee is also informing the campus that it has engaged Dr. Janet Wright of Janet Wright & Associates to assist it with the search. The reasons for this decision include the desire to have as extensive a search as possible, and the responsibility to review all candidates, both internal & external, equally. Dr. Wright is highly experienced in searches at senior levels in universities. She will assist the Committee in seeking out qualified candidates. All activities of the consultant are under the direction of the Search Committee. The Committee emphasizes that all candidates who have been nominated, or who have applied will be reviewed by the Committee and that the elected Search Committee retains complete jurisdiction over all decisions leading up to the recommendation of a candidate for ratification.

GUIDELINES FOR CONFIDENTIALITY

The objective of guidelines on confidentiality is to protect both the candidates who are nominated and the integrity of the committee.

1. Deliberations of the committee are confidential and should not be discussed outside the

committee.

2. Information on the committee's progress in general does not have to be confidential. Members should respond to questions on the committee's progress by referencing committee decisions. At no point is it appropriate to reference the opinions of individual members of the committee.
3. Solicitation of information on particular candidates should be undertaken only with great care. Until a short list is produced and the candidates have agreed to have their names made public, permission to seek information from referees and others should be sought from the candidates themselves.
4. Documentation, especially information on candidates, is normally confidential. Personal information is protected by the B.C. Freedom of Information and Protection of Privacy legislation and therefore documentation should be kept in a secure location.
5. The Committee may make regular reports on its progress to the Senate and the Board of Governors in open session.

GUIDELINES FOR SEARCH PROCESS

1. Nominations and applications will be sought widely both internally and externally through memoranda, advertisements and an executive search consultant.

2. The Committee, with the help of the consultant, will develop a long short-list, checking referees and other sources of information.
3. The Committee will invite each of the candidates on the long short-list for an extensive interview.
4. The Committee will then narrow the list to a short-list of not more than three candidates. The names of these three candidates will be made known on campus.
5. The short-listed candidates will meet the Vice President Finance and Operations, the Associate Vice Presidents, the Deans and other staff who report directly to the Vice President Academic and Provost and will also be interviewed a second time by the Search Committee.
6. Each short-listed candidate will give a presentation in an open forum and written input from the campus community will then be invited.
7. The Search Committee, using the information gathered from all sources, will make a recommendation to the President.
8. The President will submit the name of the person recommended for a ratification vote, in accordance with the University procedures.
9. If the name is acceptable to the regular faculty, the name will be presented by the President to the Board of Governors for appointment.



Campus donut king

Craig Lloyd, fourth-year political science/chemistry major and Martlet science reporter, was a popular guy around the student newspaper office where he shared his winnings—100 donuts—from the Campus Security scavenger hunt held Oct. 20 to promote personal safety awareness. With a score of 23.66 out of a possible 25, Lloyd led the pack in providing—within a two-hour period—the first names of three Campus Security employees; the number of crosswalks on campus; the number of walnut trees on campus; the location of two permanent bodies of water

on campus; and more. (He missed the walnut tree question.)

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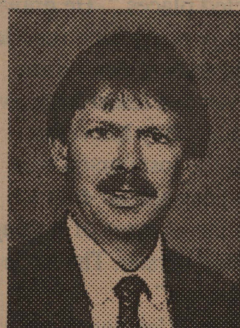
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UVic project helps feed Brazilians

Lab produces oyster seeds which are sold to local fishers

By TERESA MOORE

Six years ago, UVic biologist Dr. Jack Littlepage asked the Canadian International Development Agency (CIDA) to fund an aquaculture project in southern Brazil. Littlepage, who has been studying shellfish aquaculture in Brazil since the late 1970s, saw the potential for creating a viable shellfish industry that would stimulate the income of local fishers and satisfy the culinary needs of the population. Oysters are hugely popular in South America's largest country, both with the locals and with tourists, but the supply is limited and past efforts to make the industry viable have failed. CIDA approved the project and with a \$632,000 grant from the agency, a further \$141,000 from the local university, Universidade Federal de Santa Catarina (UFSC) and \$131,000 from UVic, the project was launched in 1993.

Two years later, a 7,000-square foot ultra modern high tech laboratory is snuggled in the sand dunes surrounding Florianopolis—a two hour flight from the three largest cities in the Southern Hemisphere, Sao Paulo, Buenos Aires and Rio de Janeiro—and local fishers are beginning to enjoy an annual income up to 10 times more than they received, usually from welfare, previously.

The success of the project is largely due to the co-operation

between the players. The Brazilians built the lab, CIDA provided the equipment and UVic brought in the expertise. Littlepage works with bank personnel to educate them about aquaculture and its potential for Brazil. The banks, in turn, offer small short term loans to the fishers to purchase seeds. Everyone works closely with researchers from UFSC.

In the lab, oysters are spawned and seeds are grown in tanks and fed with algae. After three months, they are sold to local fishers for \$10 per thousand. The fishers grow them for another four to six months in their own facilities. When the oysters are mature, they sell for \$6 a dozen, providing the fishers with a substantial profit. "Even if they lose half of what they buy, they're still making good money," says Littlepage.

Some fishers are now enjoying annual incomes that have leapt from \$900 to \$10,000 a year. "One man has done so well that he has built his own processing plant and ships his product to Sao Paulo," says Littlepage.

Previous efforts to make an aquaculture industry viable in Brazil had been thwarted by a number of problems, including the high mortality rate of oysters in the warm waters that characterize the Brazilian coast.

Oysters spawn in warm water, which occurs in spring in Brazil, and when the water is really warm—it often rises to 27

degrees Celsius—they can literally spawn themselves to death.

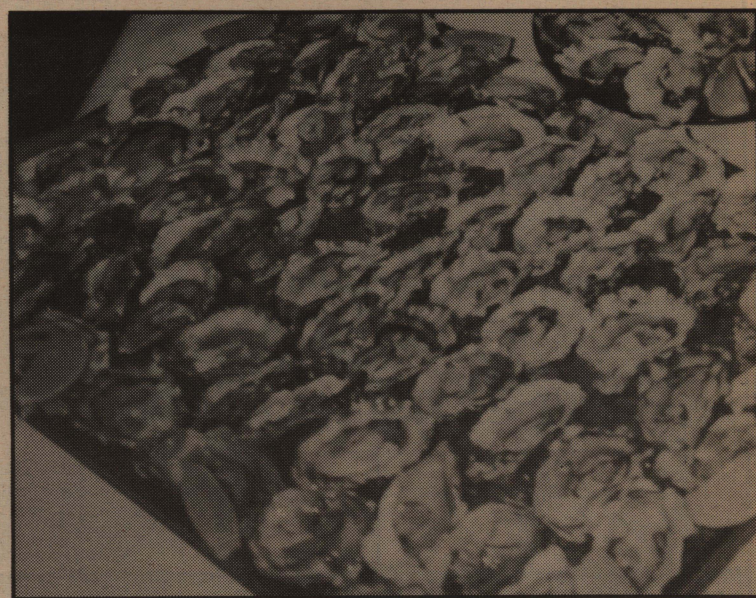
This situation is avoided in the lab by controlling water temperature. Seasons are manipulated so the oysters spawn in the winter, thinking it is the spring.

"We artificially bring on spring at the beginning of winter so the oysters will spawn. By summer, when the tourists arrive, they are ready for market," says Littlepage.

Scientists also manipulate genes to produce tastier oysters and sterilize the oysters to reduce the milky taste of reproductive products and speed up their growth rate. They are currently working on developing new methods to cultivate scallops and mussels—also popular, but hard to find, Brazilian foods.

The project is funded until 1998, but Littlepage is already looking for new opportunities to bring UVic expertise to Brazil. He wants to transfer the knowledge he's acquired in southern Brazil to the poorer, less fertile north where little aquaculture exists and the standard of living is much lower. He is optimistic that the success of the current project can be repeated.

Littlepage says the project has been good for the Brazilian economy. "It's rewarding to see what progress we have made in just over two years. There are 13 locals and students employed in



Oysters are one of the most popular, but hard to find, dishes in Brazil. With the help of a UVic-sponsored project, more Brazilians are enjoying them.



A Brazilian aquaculture technician selects oysters prior to hatchery spawning to produce oyster larvae.

the lab ranging from PhDs to gardeners and 50 percent of the management and leadership positions are filled by women. It's particularly exciting to watch the faces of the local fishers when they show you their new homes or businesses—things

they wouldn't have been able to have without this project."

Littlepage also points to the value of such projects for the Canadian economy.

"For every dollar of foreign aid we spend there, we get \$10 back in trade and investments."

Provost's lecture series

Harnessing toxins to fight disease is topic of Buckley lecture

Dr. Tom Buckley's lab in the microbiology and biochemistry department bristles with the equipment he uses in his research on lipoproteins and their link with heart disease, and in his research on bacterial toxins. He is a basic scientist, although his research has many potential applications.

In the next Provost's UVic Faculty Series lecture "Making Science Work—Harnessing Toxins and Enzymes" at 8 p.m. Nov. 21 in Human and Social Development A240, Buckley will discuss his work and argue that society will benefit if it provides scientists with a broad, sound education and gives them the freedom to do basic research, reducing the pressure or demands for specific outcomes or applications.

"Throughout their careers, scientists make choices about which directions their research

will take," says Buckley. "If they are allowed to choose directions based on their training and instincts, different scientists will follow different routes and, as a result, knowledge will radiate out in many directions."

Buckley believes there is a danger in being too goal-oriented. "If we choose to do research in only one direction, it might turn out to be the wrong one. If we encourage knowledge to expand in many directions, we may find life-saving answers in unexpected places." He draws the analogy of a search for a lost hiker. "Searchers don't limit themselves to a linear path, even if they think they know the direction the lost person was headed. They spread out to increase the chances of finding the missing person. The same is true in the lab."

Since Buckley began his basic research in the 1960s, biochemis-

try and molecular biology have been the fastest growing areas of research in science. He was initially attracted to the biochemistry of heart disease and his research took several directions as he studied lipoproteins (which carry fats or lipids and cholesterol) and the link between them and heart maladies.

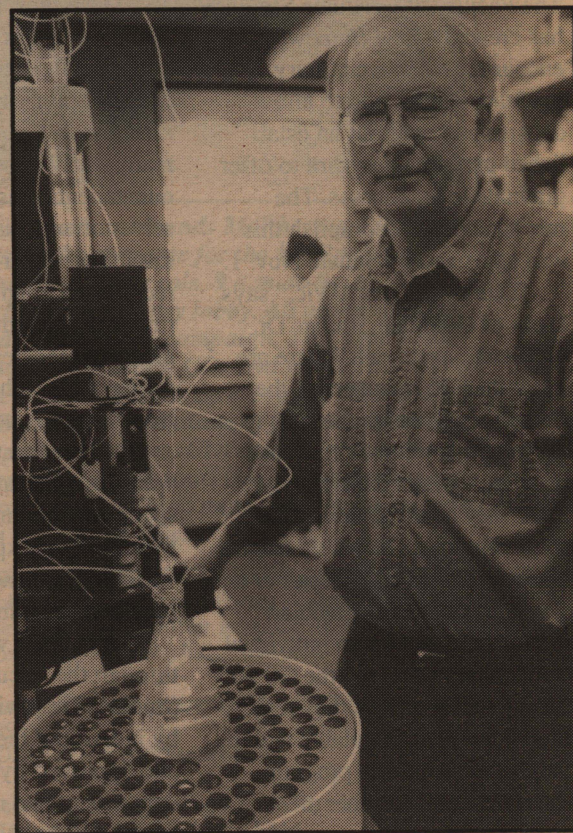
His work with toxins resulted from his research branching off in yet another direction.

"It's important that we understand toxins. The ones that are produced by bacteria kill more people in the world [through disease like diphtheria, cholera and dysentery] than anything else," says Buckley. "What's more, toxins are wonderful tools for the investigation of many biological problems because they're designed to invade us. If we can understand how they do this, we can learn

about our cell functions and we might also learn how to block their invasion and protect ourselves from them."

Buckley is not content to just study toxins in their aggressor roles. He wants to harness their powers to transform them into disease fighters. Calling them "magic bullets," Buckley envisages reprogrammed toxins taking aim at specific cells, like those that cause cancer. Diabetics could

benefit from toxins reprogrammed to puncture an implanted sac of insulin whenever their glucose level gets dangerously high.



Tom Buckley

Mainframe computer upgrade

Space needed shrinks from 1200 sq. feet to the size of two refrigerators

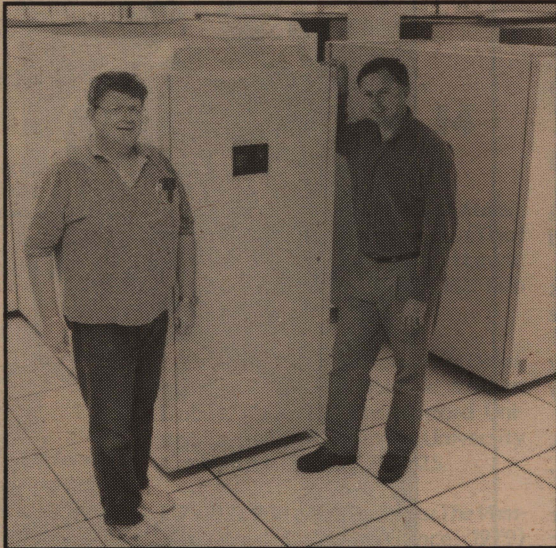
By PATTY PITTS

Doug Alexander no longer has to navigate a maze of towering computer equipment to speak to the operations staff running the University's central computing facility. The operations manager at computing systems smiles as he gives a tour of a room now dominated by wide-open spaces. The change is a startling reminder of how quickly technology changes and how its evolution is saving UVic money and resources.

Before the new equipment was installed last summer, the machinery that ran much of the University's administrative and research computers filled the equivalent floor space of an average house in Victoria—1,200 square feet. The new equipment occupies the space of two kitchen refrigerators.

Yet, the new equipment is much more powerful than its predecessors. The old

Then



What a difference technology makes. Before UVic's Computing Services upgraded its equipment last summer, computer operators Jim Berthman (left) and Chris Kunz were hemmed in by machinery.

replaced with a state-of-the-art model. The new drives are capable of detecting a disk failure and reconstructing the data without any loss of information or time. They are also faster in accessing data on the disks, and can transfer data to the CPU four times as fast as the older drives.

"For us, reliability and operating costs are the main attractions with the new equipment," says Alexander. "Disks were crashing more frequently, twice last year, and causing serious service inter-

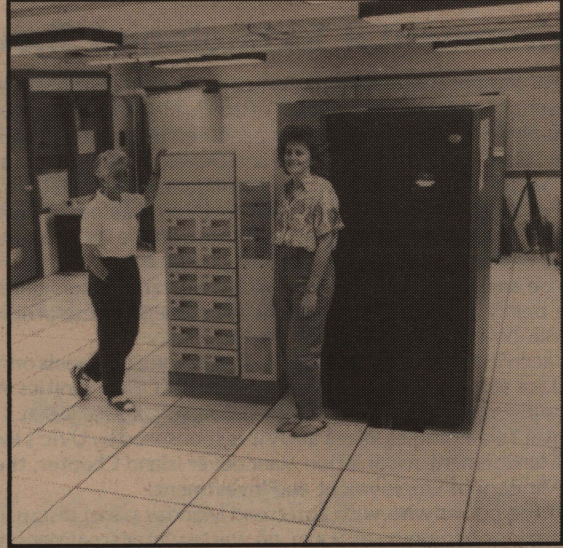
ruptions. This equipment enables us to catch up to new technology and, since we're going through budget cuts, it was also a way to save money."

Alexander expects annual maintenance costs to drop from \$129,000 to \$36,000 and the software licensing costs will be cheaper. In addition, the new equipment

is more energy efficient. It used to cost \$7,500 a month to power the old machines. The new configuration only uses \$550 a month of electricity. Since the new equipment is air rather than water cooled, it no longer requires the 2.5 million gallons of water a year that used to circulate through the old system.

Systems manager Bob Allen has kept some souvenirs from the former equipment. He holds up two thick cables that look strong enough to steady a suspension

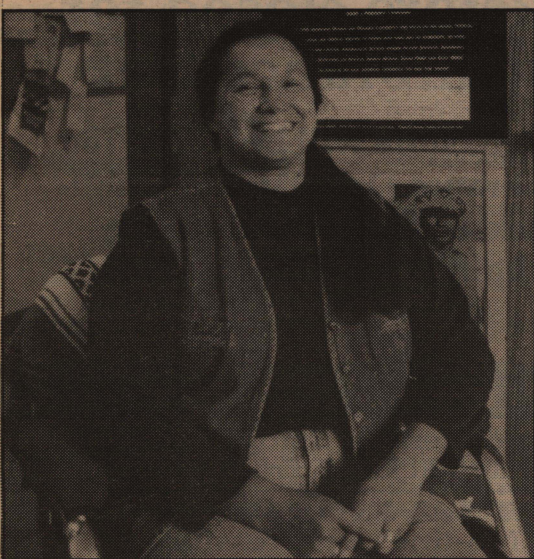
Now



Now computer operators Marilyn Miller (left) and Nicola Eagen have lots of room to move around. The new equipment takes up the same space as two kitchen refrigerators.

constructed, it was only installed in 1988 and had been upgraded in 1992. It was early 1980s technology and was the most cost-effective solution at the time UVic installed it. Technological progress continues even while the new equipment is settling into its new quarters. When UVic purchased the new equipment, it was with the understanding that the CPU could be replaced in the near future with a newer model with lower software licensing costs.

Conference honours women



Kathleen Absolon

By TERESA MOORE

Strength, connection, renewal. These are the words Kathleen Absolon uses to describe the 1995 Aboriginal Women and Wellness Conference. The UVic social work prof co-chaired the national conference which was held at the Victoria Conference Centre, on the ancestral ground of the Songhees nation, in mid October. Organizing the event took time, but, she says, the long hours spent organizing the conference were well worth it.

"Over 750 women from across B.C., the Yukon, Northwest Territories and as far east as Ontario came to the conference and it was a tremendous success. We went away with a sense of renewal and a sense of connec-

tion to other Aboriginal women," says Absolon, who is a member of the Ojibiwa nation and originally from Sudbury, Ontario.

The conference, *Honouring Warrior Women: Past, Present, Future*, honoured the strengths and power of Aboriginal women.

"Women are the backbone of our nations," says Absolon. "But we have been marginalized and oppressed, institutionally by the Indian Act and also by internal patriarchy. The term *warrior women* symbolizes the struggles we have endured and the

strength we bring to those struggles."

Absolon said one of the accomplishments of the conference was that it cut across socioeconomic lines bringing women from all walks of life together to celebrate their common ties.

"There were professional women, students, homemakers, community workers and elders," says Absolon.

Another positive outcome of the conference was the opportunity it provided for women to share ideas and discuss contemporary issues that affect Aboriginal women and their families, such as suicide, family violence and sexual abuse.

"It was a rare opportunity for Aboriginal women to connect with other women and be the majority, not the minority as we usually are," says Absolon.

Absolon said the conference was a particularly poignant time for her. The day it began her 13-

year old daughter was struck by a bus outside her school. Absolon cancelled her workshop on Spirituality in Practice and rushed to her daughter's side.

"It was a very difficult time, straddling two very intense activities—the conference and my family crisis. The group offered prayers each morning and evening and their prayers helped me get through the crisis." Her daughter suffered broken bones, but is now healing.

With the conference over, Absolon, who is the only First Nations tenure-track professor at

UVic, is moving onto other challenges. This month she will fly to New Zealand to present a paper on community-based delivery of social work education to First Nations at the International Social Welfare Conference. Absolon would welcome another opportunity for Aboriginal women to gather together. She says many women have gone back to their communities to discuss the possibility of hosting the next conference. The inaugural conference was held last year in Vancouver.

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CONFERENCES/NOTICES

UVic presents cable show

UVic widens the audience for its public lectures on Nov. 17 when Shaw Cable 11 presents the inaugural broadcast of "UVic Presents," a program featuring some of UVic's most popular public lectures. The first show, to be broadcast at 8 p.m. Nov. 17 and re-broadcast at 1 p.m. on Nov. 18, features Dr. Peter Stephenson delivering the Provost's UVic Faculty Lecture "A Persistent Spirit: Towards Understanding Aboriginal Health in British Columbia."

A different hour-long "UVic Presents" will run approximately every month throughout the winter and spring terms. The program, a co-operative effort between UVic's Public Relations and Information Services department and Shaw Cable 11, is an attempt to give the community an added opportunity to hear some of UVic's talented faculty and visiting lecturers.

Environmental Technologies Showcased at UVic

UVic is having an Environmental Technologies Week November 13-17 to showcase campus and local industry solutions to some of the present challenges in the fields of air quality and waste water treatment.

In total, five professional and academic panel-led discussion groups have been organized for Monday, Nov. 13 and Tuesday, Nov. 14 by the Innovation and Development Corporation on campus in co-operation with the Vancouver Island Chapter of the Air and Waste Management Association.

"This week will allow those members of AWMA on Vancouver Island working in government and as private consultants to share their problems and ideas with those on the UVic campus who are conducting research in related fields," says Michael Williams, past AWMA chapter president.

"It will also be an opportunity for our faculty experts to highlight some of the environmental technologies from UVic that are being promoted as solutions for some of these problems," says Harry Davis, President of the Innovation and Development Corporation at the University.

The week's activities begin with the air and water quality panels on Monday and Tuesday and conclude Friday with a special panel for students on the subject of "Career Opportunities in Environmental technologies" hosted by the UVic student employment centre in the Elliott Building, Room 168 at 3 p.m.

Environmental Technologies Week at UVic is sponsored by UVic's Innovation and Development Corporation, the Air and Waste Management Association-Vancouver Island Chapter, the Canadian Institute for Climate Studies, and the provincial Ministry of Employment and Investment.

Members of the public who wish to attend Monday panel discussions beginning at 9 a.m. on air quality or Tuesday panel discussions beginning at 9 a.m. on waste water treatment must register by phoning the IDC at UVic at 721-6500. There is no charge for attending the discussion groups.

GAZETTE

This is to confirm that the Executive Committee of the Board of Governors, at the special meeting held on 25 October 1995, adopted the following motion:

That the University Executive Committee recommended to the Board of Governors for its approval: that **Stanley Dosso**, be appointed Assist-

ant Professor in Earth and Ocean Sciences for the period 1 November 1995 to 30 June 1998.

This also confirms that the Executive Committee of the Board of Governors, at a special telephone polling held on October 31, 1995 adopted the following motion:

That the University Executive Committee recommend to the Board of Governors for its approval: that **Dr. Peter Murphy**, be appointed Acting Dean for the Faculty of Business, for an eight month term commencing November 1, 1995 and ending June 30, 1996.

MARK YOUR CALENDARS NOW!

NOVEMBER MASTERWORKS 4

12 Sun 2:30 Royal Peter McCoppin, Conductor
13 Mon 8:00 Theatre Alexandra Browning, Soprano
DEBUSSY: *Petite Suite*
BERLIOZ: *Nuits d'été*
MOZART: *Symphony # 34*
CANTALOUPE: *Auvergne Songs*

du Maurier PrimeTime CLASSICS 3

18 Sat 8:00 UVic Peter McCoppin, Conductor
19 Sun 2:30 Centre TCHAIKOVSKY: *Serenade for Strings*
DVORAK: *Wind Serenade, Op. 44*
SCHUBERT: *Symphony # 5*

DECEMBER MASTERWORKS 5

3 Sun 2:30 Royal Anton Kuerti, Guest Conductor
4 Mon 8:00 Theatre KUERTI: *Concertino Piano, Flute, Violin, Strings*
BEETHOVEN: *Piano Cto #2 in B Flat Major*
CZERNY: *Gr. Symphonie in D Major Op 781*

VICTORIA SYMPHONY



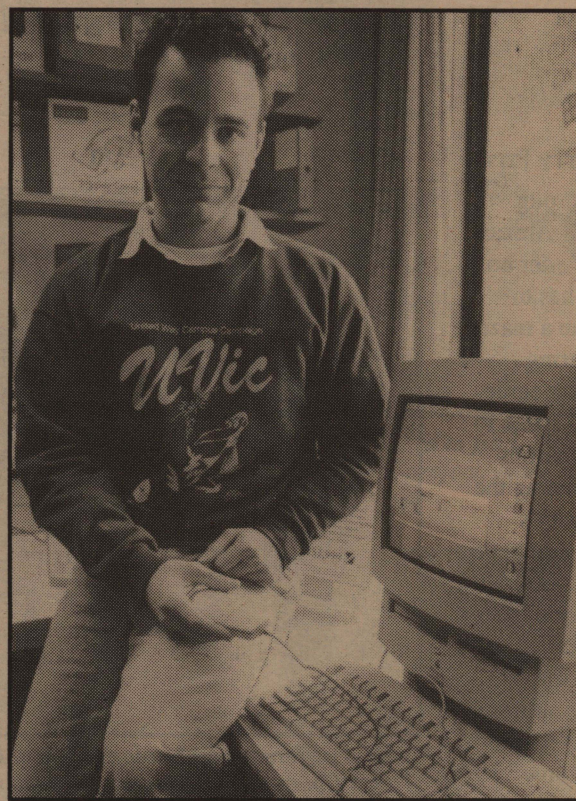
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CLASSICS 3

Sat Nov 18 8:00
Sun Nov 19 2:30

United Way Grand Prize



One lucky donor to this year's United Way campus campaign will be the winner of a Macintosh LC 580 computer, donated by the UVic Computer Store. The Store's co-ordinator, Kevin Skaalrud, shows off a model similar to the computer that will be awarded on Dec. 1. The LC-580 features a powerful 66/33MHz 68LC040 processor and a brilliant 14-inch colour display monitor. The system includes four megabytes of RAM and a 500 megabyte hard disk drive. The other grand prize to be awarded on Dec. 1 is the deluxe weekend package at the Chateau Victoria which includes lunch at Victoria Jane's, a carriage ride around Beacon Hill Park, dinner at the Parrot House restaurant and accommodation in one of the Chateau's penthouse rooms. All donors who return pledge cards to the campaign, including those who have won early-bird draw prizes, are eligible to win one of these grand prizes. There will be another early bird draw on Nov. 17.

Bookstore closed for Remembrance Day

The UVic Bookstore will be closed for the Remembrance Day statutory holiday on Saturday, Nov. 11 and for the University holiday on Monday, Nov. 13.

November Specials:

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ATHLETICS EXHIBITIONS FILMS LECTURES MUSIC RECREATION THEATRE WORKSHOPS & CONFERENCES OTHER

Continuing

0 9:00 a.m. *A Book for a Buck. A Loon for a Tune.* Donations needed for the Annual UVic United Way Fundraiser. Until November 23. McPherson Library Reference Desk. Info 721-8274.

Friday, November 10

L 12:00 p.m. *Was Beijing a Step Forward for Women? (a talk accompanied by slides).* Helen Durie, UVic (Social Work) Cornett B135. Info 721-8036.

L 12:30 p.m. *Beyond the Law: Legal Anthropology and the Rights of Guatemalan Refugees.* Chris Tennant, Harvard U. Law Faculty Workroom (Begbie 209). Info 721-8150.

M 12:30 p.m. *Fridaymusic.* School of Music students in a program for various instruments. Phillip T. Young Recital Hall. Info 721-7903.

F 2:30 & 7:10 & 9:15 p.m. *Clueless* (USA, 1995) Amy Heckerling. \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

W 2:30 p.m. *Parental Externalities and the Private Provision of Childcare.* Linda Welling, UVic (Economics) Cornett B344. Info 721-8532.

M 8:00 p.m. *New Music from UVic Student Composers.* A Benefit Concert with works by Lawrence, Akearok, Hopson & others. Admission by donation. Phillip T. Young Recital Hall. Info 721-7903.

F 11:20 p.m. *Saturday Night Fever* (USA, 1977) John Badham. \$4-\$6. SUB Theatre. Info 721-8365.

Saturday, November 11

F 2:30 & 7:10 & 9:15 p.m. *Clueless* (USA, 1995) Amy Heckerling. \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Toward Harmony* Concert dedicated to the 50th anniversary of the United Nations. Greater Victoria Youth Orchestra. U. Ctr. Auditorium. \$6-\$10 at U. Ctr. box office and McPherson box office. Info 721-6561.

F 11:20 p.m. *Saturday Night Fever* (USA, 1977) John Badham. \$4-\$6. SUB Theatre. Info 721-8365.

Sunday, November 12

F 7:00 & 9:10 p.m. *Muriel's Wedding* (Australia, 1994) P.J. Hogan. \$4-\$6. SUB Theatre. Info 721-8365.

Monday, November 13

F 7:15 & 9:10 p.m. *In the Beginning Was the Image* (USA/France, 1894-1907) Various Directors. \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, November 14

L 11:30 a.m. *Kinetic Studies of Atomic Species (F, O, Br) in Solution.* Dr. J.C. (Tito) Scaiano, University of Ottawa, Lansdowne Lecture. Elliott 162. Info 721-7156.

L 2:30 p.m. *The Construction of a Development Agenda in Namibia.* Lauren Dobell, Ph.D. Student, Oxford University. Senate Chambers (University Centre A180). Info 721-6325.

F 7:00 & 9:10 p.m. *Nosferatu The Vampire* (West Germany/France, 1979) Werner Herzog. \$4-\$6 at door. SUB Theatre. Info 721-8365.

Wed., Nov. 15

F 7:15 & 9:15 p.m. *A Month by the Lake* (USA, 1994) John Irvin. \$4-\$6 at door. SUB Theatre. Info 721-8365.

Thur., Nov. 16

L 12:30 p.m. *Sex & Citizenship: Regulation of Sexual Offenses in British Columbia 1900-1925.* Dr. Dorothy Chunn, Simon Fraser University. Law Faculty Workroom (Begbie 209). Info 721-8150.

L 8:00 p.m. *From Magnets to Power Lines: How They Influence Chemical Reactions.* Dr. J.C. (Tito) Scaiano, University of Ottawa. Lansdowne Lecture. Begbie 159. Info 721-7156.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

Friday, November 17

M 12:30 p.m. *Fridaymusic.* School of Music students in a program for various instruments. Phillip T. Young Recital Hall. Info 721-7903.

L 1:30 p.m. *Organic Photochemistry in Zeolites: Studies of Mobility and of New Chemical Pathways.* Dr. J.C. (Tito) Scaiano, University of Ottawa. Lansdowne Lecture. Elliott 162. Info 721-7156.

F 2:30 & 7:15 & 9:15 p.m. *Beyond Rangoon* (USA, 1995) John Boorman. \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

W 2:30 p.m. *Tariffing Auctions.* R. Preston McAfee, University of Texas

at Austin (Economics). Cornett B344. Info 721-8532.

M 8:00 p.m. *Big Band Concert.* \$6-\$10 at School of Music, U. Ctr. and McPherson box offices. U. Ctr. Auditorium. Info 721-6561.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:15 p.m. *Blade Runner - The Director's Cut* (USA, 1982) Ridley Scott. \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, November 18

M 9:00 a.m. *Silesian String Quartet*



Oscar Wilde's controversial play, the poetic drama Salomé, opens Nov. 16 at the Phoenix Theatre. Director is Bindon Kinghorn, Phoenix theatre manager and instructor, who has nine other Phoenix productions to his name including Peter Pan, The Pirates of Penzance, and Rodgers & Hart.

Salomé runs from Nov. 16 through Dec. 2, Tuesday through Saturday, at 8 p.m. Dinner Theatre evenings are Nov. 21 and Nov. 28. Ticket information and reservations are available by calling the Phoenix Box Office at 721-8000.

Master Class for Strings. Admission by Donation. MacLaurin B037. Info 721-7903.

L 9:00 a.m. *Annual UVic Campus Forum on Asia-Pacific.* Until 1:00 p.m. Pre-registration. Dunsmuir Lodge. Info 721-7020.

M 2:30 p.m. *Silesian String Quartet.* U. Ctr. Auditorium. \$15-\$18 at U. Ctr. box office and McPherson box office. Info 721-6561.

M 2:30 p.m. *Guest Recital.* Wilanow String Quartet. \$15-\$18 at School of Music office & U. Ctr. box office. U. Ctr. Auditorium. Info 721-7903.

M 8:00 p.m. *Victoria Symphony Concert.* U. Ctr. Auditorium. \$19-\$20 at U. Ctr. box office and McPherson box office. Info 721-6561.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:15 p.m. *Blade Runner - The Director's Cut* (USA, 1982) Ridley Scott. \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, November 19

M 2:30 p.m. *Victoria Symphony Con-*

cert. U. Ctr. Auditorium. \$19-\$20 at U. Ctr. box office and McPherson box office. Info 721-6561.

M 2:30 p.m. *Donors' Concert.* Phillip T. Young Recital Hall. Info 721-7903.

F 7:15 p.m. *The Good, The Bad and The Ugly* (Italy, 1965) Sergio Leone \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, November 20

W 7:00 p.m. *Video Showing and Panel Discussion: Who's Counting?* Marilyn Waring on Sex, Lies & Global Economics video, directed by Terre Nash. Human & Social Development A240. Info 721-7378.

F 7:10 & 9:00 p.m. *Bolshevism on Trial* (USA, 1919). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tue., Nov. 21

0 1:30 p.m. *Peas in the Porridge?: Religion in the Life of the University.* Chaplains' Circle Interfaith Explorations. Clearihue D125. Info 721-8338.

L 2:30 p.m. *Hutterian Health: Spiritual Linkages Between Heart and Soul.* Dr. J. Howard Brunt, UVic (Nursing). Senate Chambers (University Centre A180). Info 721-6325.

L 3:30 p.m. *Acoustical Observations of the Wind Driven Ocean Surface Layer.* Dr. David Farmer, Institute of Ocean Sciences. Clearihue A215. Info 721-6120.

F 7:15 & 9:15 p.m. *Kids* Larry Clark (USA, 1995) \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 8:00 p.m. *Making Science Work: Harnessing Toxins and Enzymes.* Dr. Tom Buckley, UVic. Provost Lecture. Human & Social Development A240. Info 721-7636.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$18 Dinner Theatre at 6:00 p.m. \$13-\$15 for performance at Phoenix Theatre box office. Info 721-8000.

Wednesday, November 22

M 11:00 a.m. & 1:30 p.m. *Victoria Symphony Education Concert.* U. Ctr. Auditorium. Info 721-6561.

L 4:30 p.m. *An Interactive Language Lesson.* Gerry Luton & Students from English Language Program, UVic.

Clearihue C112. Info 721-7420.

F 7:15 & 9:00 p.m. *A Great Day in Harlem* Jean Bach (USA, 1994) and *Jammin the Blues*, an Oscar-nominated short film. \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *5th Band Concert.* \$12.50 at U. Ctr. box office and McPherson box office. U. Ctr. Auditorium. Info 721-6561.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

Thursday, November 23

M 9:30 & 11:00 a.m. & 1:00 p.m. *Victoria Symphony Education Concert.* U. Ctr. Auditorium. Info 721-6561.

L 11:30 a.m. *Progress Towards a Molecular Surface Science: Structure and Reactivity of Metal Clusters.* Dr. Peter Hackett, National Research Council. Elliott 060. Info 721-7156.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

Friday, November 24

M 12:30 p.m. *Fridaymusic.* Selections by students in the School's composition program. Phillip T. Young Recital Hall. Info 721-7903.

F 2:30 & 7:15 & 9:20 p.m. *Dangerous Minds* John N. Smith (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

L 3:00 p.m. *Backwards and Down, the Phyloethology of Sand Crabs.* Mr. Zen Faulkes, UVic (Biology). Cunningham 146. Info 721-7117.

M 8:00 p.m. *UVic Wind Symphony Concert.* U. Ctr. Auditorium. Info 721-6561.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:20 p.m. *Easy Rider* Dennis Hopper (USA, 1969). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, November 25

F 2:30 & 7:15 & 9:20 p.m. *Dangerous Minds* John N. Smith (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

F 8:00 p.m. *Best of the 20th annual Banff Festival of Mountain Films* Hosted by the Vancouver Island Section, The Alpine Club of Canada. \$11 at U. Ctr. box office and McPherson box office. U. Ctr. Auditorium. Info 721-6561.

M 8:00 p.m. *Chamber Music Series.* \$6-\$10 at School of Music office. Phillip T. Young Recital Hall. Info 721-7903.

T 8:00 p.m. *Salomé.* Bindon Kinghorn, Director. \$13-\$15 at Phoenix Theatre box office. Info 721-8000.

F 11:20 p.m. *Easy Rider* Dennis Hopper (USA, 1969). \$4-\$6 at door. SUB Theatre. Info 721-8365.

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RINGERS

Dr. Anthony Edwards (English) has been elected a Fellow of the Society of Antiquaries of London. Founded in the early 18th century, it is the oldest scholarly society of its kind in the Western world and the second oldest scholarly society after the Royal Society (London). Fellows are elected on the basis of their achievements in various fields of antiquarian study. Edwards is a student of Medieval manuscripts and early print books.

Dr. Michael Hadley (Germanic Studies) has had two books published this year. *Count Not the Dead: The Popular Image of the German Submarine*, is the final volume in his submarine trilogy and is widely quoted in the BBC film "Nautilus: The Story of Man Under the Sea," which was shown recently on BBC-2 in England and on the Arts and Entertainment network in North America. The second book is *God's Little Ships: A History of the Columbia Coast Mission*. Hadley has also been historical adviser to Galafilm of Montréal in preparing the CBC film "War at Sea," a film of social criticism that was aired on the CBC television program "Witness."

Prof Judith Terry (English) has been invited by the New York City Opera Company to be part of its elementary school education program which introduces young children from grades two to six to the world of opera. Each year, a different opera is highlighted through workshops, teacher's lectures and a special performance given by the Company just for the students. Terry will help the teachers understand the literary background of Rossini's *La Cenerentola*, an opera about Cinderella, which is this year's selected opera. She has done similar work with the Greater Miami Opera and the Opera Company of St. Louis. Terry heads to New York on Nov. 17.

Chao Wei, a doctoral student in biology, has been given the first of two cheques for \$3,400 from the Scottish Rite Charitable Foundation for his work in the field of intellectual disability. Wei, who works with Dr. Francis Choy (Biology), is studying the biochemical and molecular causes of mental retardation. He received a similar award last year. The Scottish Rite Charitable Foundation is a men's fraternal organization that supports research into mental disorders. There are over 700 members of the Foundation in Victoria.

At Senate

Two new grad courses approved

The 297th meeting of the University of Victoria Senate was held on Nov. 1. Actions included:

- Approval of two new graduate courses by special arrangement to be offered through the Faculty of Graduate Studies, providing a mechanism for delivery of graduate-level courses in departments without formal graduate programs (GS500) and of interdisciplinary graduate-level courses by combining the expertise of faculty members from two or more departments at least one of which has a regular graduate program (GHS501). See the related article in this issue of *The Ring*.
- Approval of new courses for the Aboriginal community-based program in early childhood and youth care education.
- Election by acclamation of Aden Stewart, fifth-year elementary education student, as student senator from the Faculty of Education.
- Acceptance of the resignation of Gwenda Laughland, student senator from the Faculty of Graduate Studies.

Reports were also accepted on Nov. 1 University enrolment levels and on the search for a new Vice-President Academic (see related articles in this issue of *The Ring*).

In presenting the semi-annual report of the Senate committee on campus development, Dr. Don Rowlatt, Vice-President Finance and Operations, informed Senate that the University expects to award a contract within days for the construction of the Business and Economics building.

LETTERS

Salary negotiations: "Pause and think" advises prof

The Editor:

Faculty Association members who attended the Association meeting on October 25 overwhelmingly approved an Executive motion "that the Association reject the offer by the Administration of a salary increase of 1.75%". Further motions were approved authorizing the Executive to proceed to arbitration and to hire an arbitration lawyer and a forensic auditor. I understand that the arbitration process will commence shortly.

The salary negotiation process to date has served only to create a deep division between the Administration and the Faculty Association. The Association, driven by the notion of establishing parity with faculty salary levels at UBC and SFU, demanded an increase in salaries and benefits in excess of 6%, two percentage points above the SFU settlement. Its negotiators are angered by what they see as the Administration's misrepresentation of the University's budgetary situation and its unwillingness to bargain in good faith. The Administration made its offer of 1.75% and seemed content to wait for arbitration where it presumably expects to repeat last year's "victory" over the Association.

None of this is very good news for the University. Consider the following points:

- Because of the constraints of the Salary Policy, these negotiations are narrowly focused on a simple percentage increase which would be applied equally to each faculty member. No consideration is being given to providing more significant increases to younger faculty.
- Again because of the Salary Policy, possible tradeoffs between salary increases and recruitment of new faculty are not part of the negotiations despite the obvious need to rejuvenate our ranks.
- Any increase in salary is added to the base budget of the University. At the Faculty Association meeting on October 25, Elizabeth Cull, the Finance Minister, made it very clear that the 1996-97 base budget of the university will not be more than this year's and could easily be less. Neither side has provided satisfactory explanations for how a salary increase would be absorbed this year or in years to come.
- Tying the faculty demands to remuneration levels at SFU and UBC seems a questionable strategy. It does not recognize the significant differences in housing and transportation costs between Vancouver and Victoria. Nor is it rooted in a wider analysis of conditions of employment in all three universities.
- Finally, it is probably indefensible in the wider community for any University employee to demand a substantial salary increase when other public sector employees are losing their jobs or living year-after-year with small or no salary increases.

Neither the present negotiating system nor the positions and tactics adopted by the representatives of the two parties have much to recommend them. Both parties might want to pause and think as they embark on an expensive and confrontational arbitration process. Other members of the UVic community might want to give both parties some things to think about.

John Langford

School of Public Administration

OUR LETTERS POLICY

The Ring welcomes letters to the editor on issues of direct concern to the University community. Letters for publication must be signed by the author and should not exceed 600 words.

The Ring editor reserves the right to edit for length and libellous content.

Opinions expressed in letters are the author's and do not necessarily reflect the views of the University administration or *The Ring* editorial staff.

Submissions must be received at least one week in advance of publication. Write to *The Ring* at Public Relations and Information Services, P.O. Box 3060, Victoria B.C. V8W 3R4. Or, fax your contribution to 721-8955. The editor's telephone number is 721-7641 or 721-6246.

CLASSIFIED

Classified ad rates will be \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information please call 721-7636.

Roommates sought to share bright character home. Two unique rooms—one available Jan. 1, one immediately. \$450 and \$300/month inclusive. Females preferred. Must be gay positive. 386-5225.

E. J. Hughes—A Retrospective

"From Sketches to Finished Works by E. J. Hughes" will be presented at the Maltwood Art Museum and Gallery from Nov. 12, 1995 to Jan. 21, 1996. Examples of Hughes' work from 1935 to the present and finished paintings accompanied by original pencil sketches with colour notations and separate colour cartoons will be on display in this retrospective exhibition.

Born in North Vancouver in 1913, Hughes' work celebrates a nostalgic and picturesque vision of

the Canadian landscape with boldly coloured canvases, detailed drawings and delicate watercolours.

"From Sketches to Finished Works ..." focuses on Hughes' lesser-known works of the interior of British Columbia. Hughes works from sketches made on location, sometimes creating his watercolours, acrylics and oil paintings years after completing the original sketches.

Hughes studied at the Vancou-

ver School of Art, now the Emily Carr Institute of Art and Design, and was the recipient of an Emily Carr Scholarship. He was in 1968 elected a full member of the Royal Canadian Academy.

The Maltwood Museum and Art Gallery is open from 10 a.m. to 4 p.m. Monday through Friday and from 12 noon to 4 p.m. on Sundays. The exhibition is free and open to the public.